# Coaching Leadership through Partnership

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**Building capacity**

Develop the capacity around you to bring others with you

It is about change in people’s practice-

Developing efficacy in others

“Education is totally relational”

**Coaching and mentoring total belief in their partner**

They believe they want to change

Remove deficit thinking- confront deficit language- confront their belief – where does the responsibility lie?

They believe they have the locus of control- them asking you to help them to make effective changes

**Have to come with the concept of ako- I am going to learn from/with you as I coach you,**

They know ½ -you know ½

Helping to teach to understand the whole

*How well does our appraisal system address- change in practice?*

**Coaching Kite**

Skills for coaching

* Building trust though reprocity
* Active listening
* Reflective questioning
* Self-assessment
* Gaol setting and action
* Storming ideas
* Observing
* Descriptive feedback without judgement
* Evaluative feedback

You need to get to a level where they can **openly and honestly confront values belies and assumptions**

**Key Questions to examine beliefs**

* What do you belief about how students learn?
* What do you belief about parent and their role?
* What is my relationship with parents?
* What’s your belief about Maori students in the school?
* Where do stand on what you believe in the place of the TOW in education in New Zealand?
* Where do you see yourself in relationship to the TOW?
* What do you believe are the three most important aims of education for the young people you work with?
* What do think about 21 century learning environments?
  + most important aspect
  + Look like?

3 things which are really important to you in your leadership- why do these three things have an impact on student learning?

***Just Listen/just learn***

We listen for 85% of the time

We need to listen for 100% of the time

The first stage of learning is listening

**3 minutes- value- take modes of being a learner**

**Question levels**

1. Enable time and space to reflect in depth about professional practice
2. To enable an exploration of values and beliefs and ability to articulate and justify practice
3. Understanding philosophy and vision